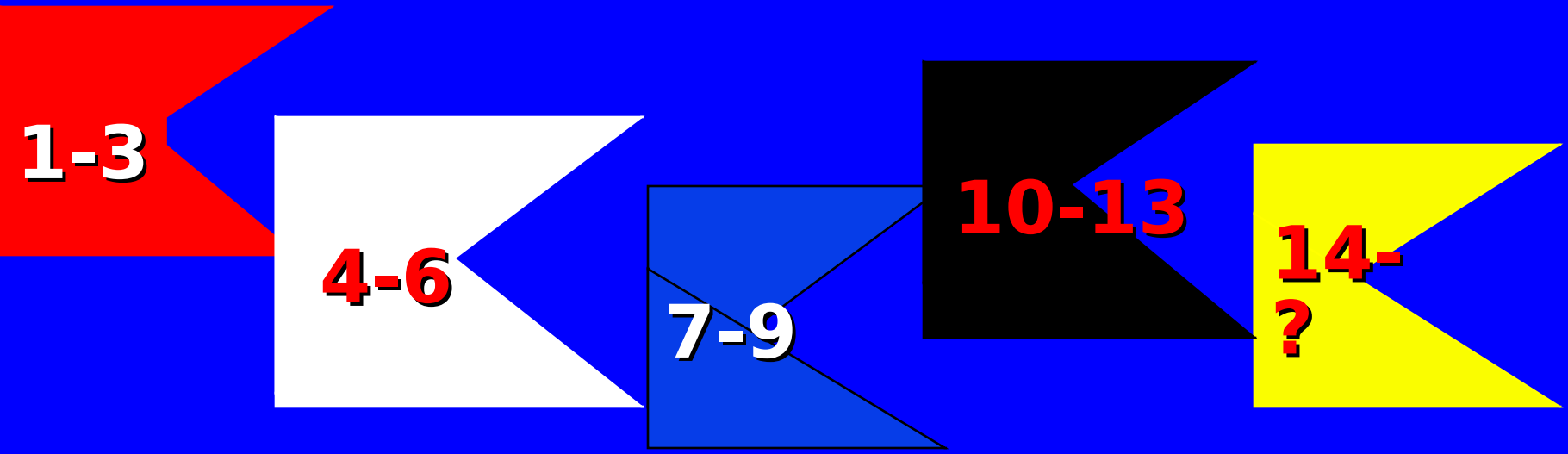
INITIAL ENTRY TRAINING
ATTRITION AND COUNSELING
TRADOC PRE COMMAND COURSE

Commanders Plan of Action

Commanders will exhaust retraining and counseling procedures before determining if a soldier's performance and potential worth to the Army justify a new start or separation.

SETTING THE STANDARD



" I WILL INSIST THAT EACH SOLDIER MEETS AND MAINTAINS THE ARMY STANDARDS OF MILITARY BEARING AND COURTESY, CONSISTENT WITH HIGHEST TRADITIONS OF THE US ARMY."

Attrition & Counseling

- DS must know who they are training
  - Positive Leadersh
  - VALUES TRAINING
  - PREPARE TO TRAI

COUNSELING IN IET

- Soldier-centered
- Helps to develop soldiers achieve goals
- "Soldier development"
  - improve performance
  - solve problems
  - attain goals

Attrition Helpers

- Cadre Experience
- Company Standards
- Phone Call
- Battalion Chaplain
- RC / NG Liaison
- Army Programs
  - Red Cross
  - ACS / AER
  - Ed Ctr
  - CMHS

Reception & Integration

- Set and enforce standards upon arrival
- High impact on new soldiers
- Initial counseling
- Explain policies
- Identify and resolve problems quickly

Reception & Integration

- Begin promoting the professional pride, dignity and bearing associated with being a soldier
- Read personal data sheets and bios
  - Compile and prioritize potential problems and Suicide gestures
- Create open channels of communication

Reception & Integration

- **Introduce / Re-enforce an understanding and respect for the Army's seven core values**
- **Yes, being a soldier is tough and rewarding**

The Counseling Process

- **Identify the need for counseling**
  - **MAKE THE TIME**
  - **right time and p**
  - **stick to the issu**
- **Prepare for counselin**
- **Conduct the counseli**

session

- **Follow up**

Leaders must Possess These counseling skills

- **Active listening**
- **Responding**
- **Questioning**

FM 22-100(August 1999)

Leader Qualities for Effective Counseling

- **Respect for subordinate**
- **Self and cultural awaren**
- **Credibility**
- **Empathy**

Common Counseling Mistakes

Leaders should avoid the influence of---------

- **Personal bias**
- **Rash judgments**
- **Stereotyping**
- **Losing emotional control**
- **Inflexible counseling meth**
- **Improper follow up**

FM 22-100(August 1999)

COUNSELING

- Establish a positive environment
- Set and insist on high standards
- Assist soldiers to reach the standards
- Consistency

Counseling and Rehabilitation Requirements

- Formal performance counseling must focus on the positive !
- Must be documented on DA Form 4856
- Must be counseled at least by DS on
  - Deficiency
  - Reason for counseling
  - Separation could result
  - Type of discharge and its effect

Counseling and Rehabilitation Requirements

- **USAR/ARNG soldiers must also be counseled by reserve component liaison**

- **Counseling should not be geared toward building an Entry Level Separation(ELS)**

Counseling and Rehabilitation Requirements

- Opportunity to show significant improvem
- Inter-platoon/company/battalion transfer, starts and/or MOS change may be appropr
- May be waivered when trainee does not h

- aptitude/ability to improve
- attitude/motivation to improve

Refer to AR 635-200 paragraph 1-18

Chapter 11

A quality screening procedure designed to separate from the Army those individuals who, despite counseling and other rehabilitative efforts, have demonstrated them-selves not qualified for retention.

AR 635-200

CHAPTER 11

BASIS FOR NON-RETENTION

UNSATISFACTORY PERFORMANCE DUE TO LACK OF:

APTITUDE
MOTIVATION
ABILITY
SELF-DISCIPLINE

Chapter 11
Entry Level Separation

- **Less than 180 days continuous AD / IADT**
- **Less than 90 days phase ii split option (USAR & ARNG)**

ELS PROCESS

UNIT COMMANDER COURSE OF ACTION

- FORMAL NOTIFICATION OF RECOMMENDATION:
  - RIGHT TO CONSULT COUNSEL
  - RIGHT TO REBUTTAL
  - RIGHT TO SEPARATION PHYSICAL
  - RIGHT TO WAIVE ABOVE RIGHTS
  - GIVEN COPY OF PACKET
- SOLDIER ACKNOWLEDGES RECEIPT OF NOTIFICATION

SOLDIER REMAINS IN TRAINING UNTIL THE PACKET IS FINIALIZED BY THE BDE CDR

CHAPTER 11

BASIS FOR NON-RETENTION

ADJUSTMENT DISORDER

FAILURE TO SOCIALLY AND/OR EMOTIONALLY ADAPT TO MILITARY ENVIRONMENT

PREGNANCY WHILE IN TRAINING STATUS

SOLDIER CANNOT FULLY PARTICIPATE IN TRAINING DUE TO HER PHYSICAL CONDITION

NON-COMPATIBLE CHARACTER AND/OR BEHAVIOR

CHAPTER 5-11

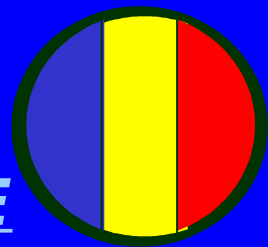
EXISTED PRIOR TO SERVICE (EPTS)

- SOLDIERS WHO DID NOT MEET MEDICAL FITNESS STANDARDS FOR ENLISTMENT AND HAVE NOT COMPLETED TRAINING MAY BE SEPARATED
- SOLDIERS HAVE THE OPTION TO REQUEST RETENTION (CDRs CALL)
- SOLDIERS NOT MEETING MEDICAL RETENTION STANDARDS RECEIVE MEDICAL DISCHARGE

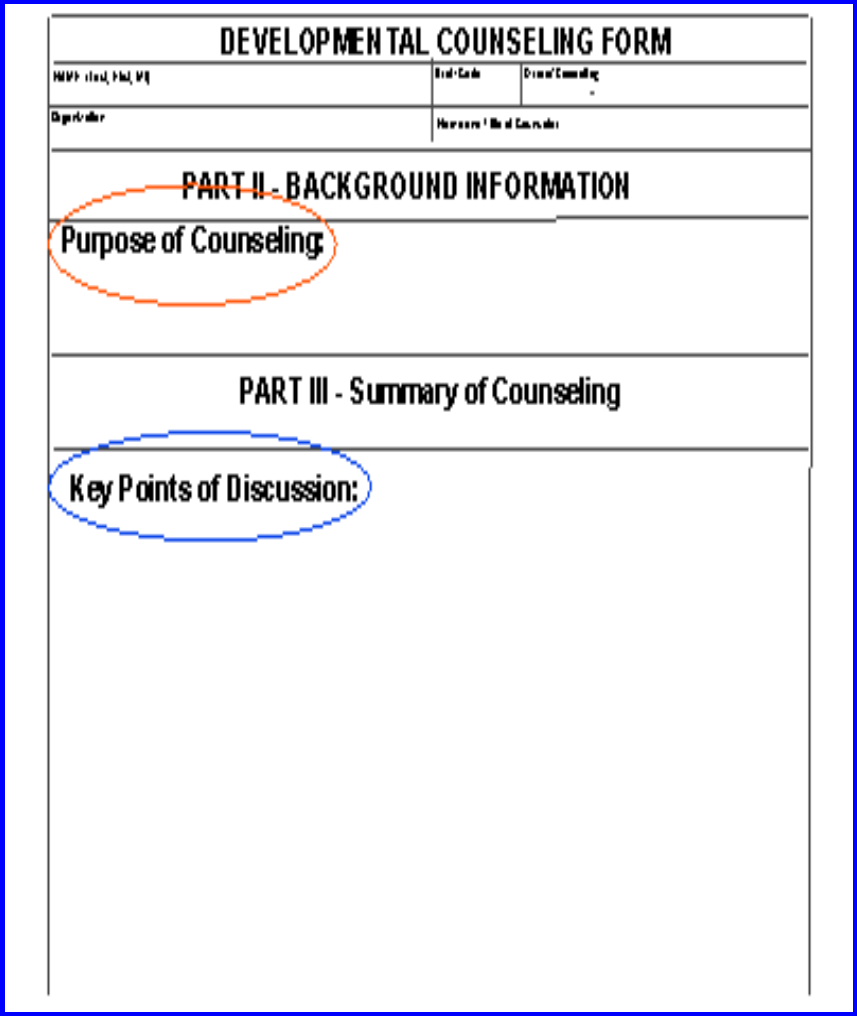
CHAPTER 5-13

PERSONALITY DISORDER

- CHRONIC, HABITUAL PATTERN OF BEHAVIOR MANIFESTED BY HISTORY OF DIFFICULTIES IN SOCIAL, OCCUPATIONAL, AND/OR EDUCATIONAL FUNCTIONING
- NO MEDICAL DISTURBANCE IN THOUGHT OR BEHAVIOR
- POTENTIAL FOR RETENTION IS SEVERELY LIMITED
- MAY HARM SELF OR OTHERS



COUNSELING 4856-E FRONT SIDE



DEVELOPMENTAL COUNSELING FORM

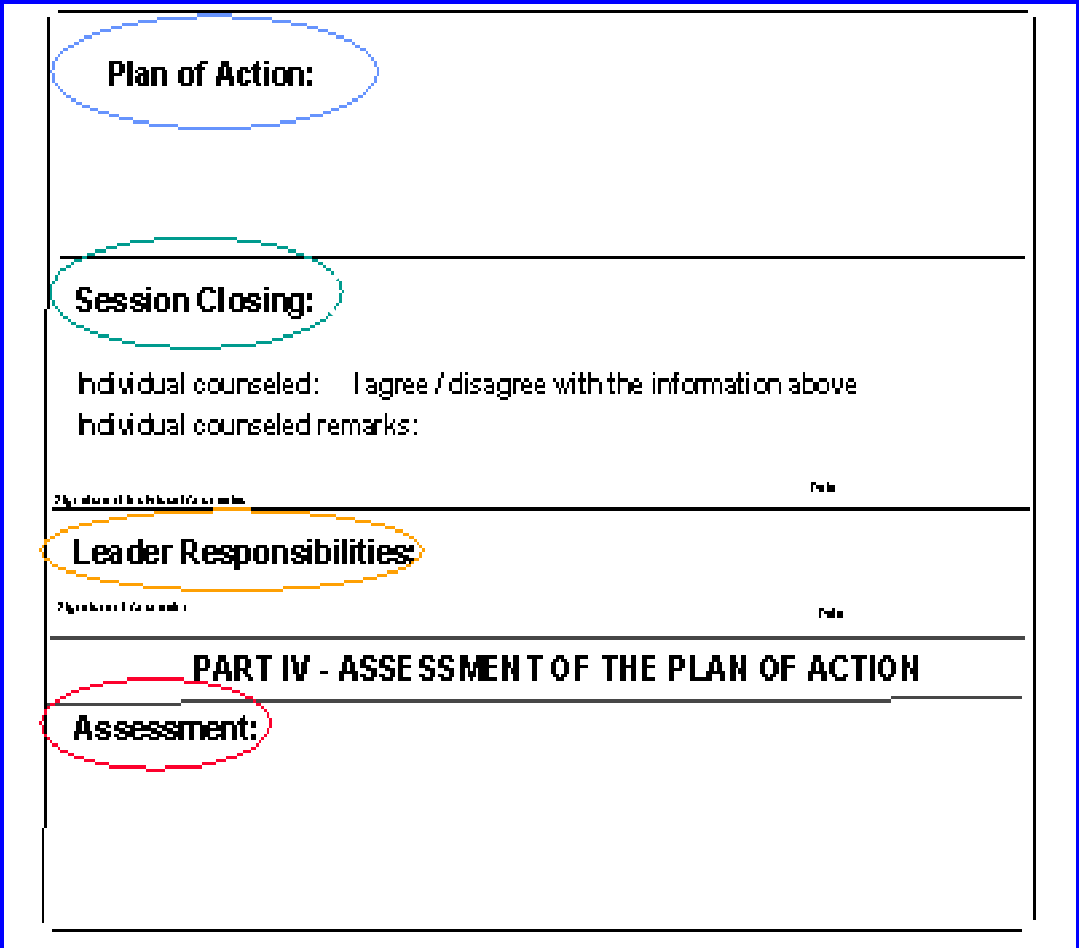
PART II - BACKGROUND INFORMATION

Purpose of Counseling:

PART III - Summary of Counseling

Key Points of Discussion:

COUNSELING 4856-E BACK SIDE



Plan of Action:

Session Closing:

Individual counseled: I agree / disagree with the information above

Individual counseled remarks:

Leader Responsibilities:

PART IV - ASSESSMENT OF THE PLAN OF ACTION

Assessment:

TRADOC PRE COMMAND COURSE

www.counseling.army.mil